

596269-2026 - Wettbewerb

Finnland – Unternehmens- und Managementberatung und zugehörige Dienste – Global Employer of Record (EoR) Services

OJ S 166/2026 28/08/2026

**Auftrags- oder Konzessionsbekanntmachung – Standardregelung
Dienstleistungen**

1. Beschaffer

1.1. Beschaffer

Offizielle Bezeichnung: HAUS kehittämiskeskus Oy

E-Mail: kilpailutus@haus.fi

Rechtsform des Erwerbers: Von einer zentralen Regierungsbehörde kontrollierte Einrichtung des öffentlichen Rechts

Tätigkeit des öffentlichen Auftraggebers: Bildung

2. Verfahren

2.1. Verfahren

Titel: Global Employer of Record (EoR) Services

Beschreibung: HAUS Finnish Institute of Public Management Ltd (hereinafter "HAUS") invites tenders for the establishment of a framework agreement for Global Employer of Record (EoR) Services. HAUS implements international development cooperation, public sector reform and capacity-building projects in several countries worldwide. In countries where HAUS does not have a legal presence, local HR administration, payroll infrastructure or capacity to fulfil statutory employer obligations, HAUS requires Employer of Record (EoR) services to engage locally recruited personnel in compliance with applicable legislation. The purpose of this procurement is to establish a framework agreement with multiple service providers capable of providing compliant EoR services in a broad range of countries. Under the framework agreement, selected service providers will act as the legal employer of locally recruited staff while HAUS retains responsibility for recruitment decisions, work supervision and operational management. The EoR service shall include, at minimum: Legal employment of personnel in accordance with local labour legislation; Preparation and administration of employment contracts; Payroll processing and salary payments; Administration of statutory deductions, taxes and social security contributions; Benefits administration and mandatory insurance coverage; Onboarding and offboarding services; HR administration and local employee support; Compliance monitoring and reporting; Support related to work permits, visas and immigration matters when required; Provision or management of agreed work equipment where applicable. The services are currently required in countries including the Philippines, Moldova, Nigeria, Bosnia and Herzegovina, and Albania. In addition to these, future needs are foreseen in Nepal, Indonesia, Ethiopia and Tanzania. The list of countries is indicative only and may change during the framework agreement period. The procurement concerns the establishment of a framework agreement for Employer of Record (EoR) services for an initial contract period of 24 months. The Contracting Authority reserves the right to extend the framework agreement by two (2) optional periods of 12 months each (12 + 12 months). The maximum total duration of the framework agreement, including the optional periods, is 48 months (24 + 12 + 12). The purpose of the procurement is to select a maximum of three (3) service providers for the framework agreement. The selected service providers will deliver

EoR services for locally recruited personnel in different countries, based on separate assignments issued during the framework agreement period. Individual assignments will be awarded later through mini-competitions between the selected framework agreement service providers. The framework agreement does not create any minimum purchase obligation for HAUS. The estimated maximum value of the framework agreement is EUR 8,000,000 (VAT 0%). The estimated value is not a commitment to purchase and does not guarantee any minimum volume of assignments. HAUS reserves the right to order services according to its actual needs throughout the framework agreement period. The procurement is intended for experienced international EoR service providers with proven capability to deliver employment, payroll, compliance and HR administration services across multiple jurisdictions, either directly or through legally compliant local entities and partner networks. A more detailed description of the procurement is provided in Annex 1 (TOR).

Kennung des Verfahrens: 279a8f95-316b-4f44-8f85-e06c1d905830

Interne Kennung: 624067

Verfahrensart: Offenes Verfahren

Das Verfahren wird beschleunigt: nein

Zentrale Elemente des Verfahrens: The procurement is subject to the Finnish Act on Public Procurement and Concession Contracts (the 'Procurement Act', 1397/2016). The procurement constitutes an above-EU-threshold procurement as referred to in Section 26 of the Procurement Act. Procurement procedure is carried out according to the open procedure stated in the section 32 of the Finnish Act on Public Procurements and Concession Contracts (1397/2016). In an open procedure, all interested parties may review the tender materials and submit their tenders. The procurement procedure will progress as follows: 1. Opening of the tenders. 2. Verification of the suitability of the Tenderers. Tenderers that do not fulfil the suitability requirements will be excluded from the procurement procedure. 3. Verification that the tenders comply with the requirements of the Call for Tenders. Tenders that do not comply with the requirements will be excluded from the procurement procedure. 4. Evaluation and comparison of the tenders based on the award criteria specified in the Call for Tenders. 5. Selection of up to three (3) service providers to be admitted to the framework agreement based on the evaluation results. 6. Verification of the supporting documents and references submitted by the selected service providers regarding their suitability. 7. Contract award decision and notification. 8. Conclusion and signing of the framework agreement with the selected service providers. Throughout the duration of the framework agreement, all assignments shall be awarded through mini-competitions among the service providers admitted to the framework agreement. The service provider for each individual assignment shall be selected on the basis of the evaluation criteria and procedures specified in the framework agreement and the invitation to participate in the mini-competition.

2.1.1. Zweck

Art des Auftrags: Dienstleistungen

Haupteinstufung (cpv): 79400000 Unternehmens- und Managementberatung und zugehörige Dienste

2.1.2. Erfüllungsort

Land: Südafrika

Zusätzliche Informationen: As described in the Annex 1: Terms of Reference

2.1.3. Wert

Höchstwert der Rahmenvereinbarung: 8 000 000,00 EUR

2.1.4. Allgemeine Informationen

2.1.6. Ausschlussgründe

Quellen der Ausschlussgründe: Einheitliche Europäische Eigenerklärung (EEE)

5. Los

5.1. Los: LOT-0000

Titel: Global Employer of Record (EoR) Services

Beschreibung: HAUS Finnish Institute of Public Management Ltd (hereinafter "HAUS") invites tenders for the establishment of a framework agreement for Global Employer of Record (EoR) Services. HAUS implements international development cooperation, public sector reform and capacity-building projects in several countries worldwide. In countries where HAUS does not have a legal presence, local HR administration, payroll infrastructure or capacity to fulfil statutory employer obligations, HAUS requires Employer of Record (EoR) services to engage locally recruited personnel in compliance with applicable legislation. The purpose of this procurement is to establish a framework agreement with multiple service providers capable of providing compliant EoR services in a broad range of countries. Under the framework agreement, selected service providers will act as the legal employer of locally recruited staff while HAUS retains responsibility for recruitment decisions, work supervision and operational management. The EoR service shall include, at minimum: Legal employment of personnel in accordance with local labour legislation; Preparation and administration of employment contracts; Payroll processing and salary payments; Administration of statutory deductions, taxes and social security contributions; Benefits administration and mandatory insurance coverage; Onboarding and offboarding services; HR administration and local employee support; Compliance monitoring and reporting; Support related to work permits, visas and immigration matters when required; Provision or management of agreed work equipment where applicable. The services are currently required in countries including the Philippines, Moldova, Nigeria, Bosnia and Herzegovina, and Albania. In addition to these, future needs are foreseen in Nepal, Indonesia, Ethiopia and Tanzania. The list of countries is indicative only and may change during the framework agreement period. The procurement concerns the establishment of a framework agreement for Employer of Record (EoR) services for an initial contract period of 24 months. The Contracting Authority reserves the right to extend the framework agreement by two (2) optional periods of 12 months each (12 + 12 months). The maximum total duration of the framework agreement, including the optional periods, is 48 months (24 + 12 + 12). The purpose of the procurement is to select a maximum of three (3) service providers for the framework agreement. The selected service providers will deliver EoR services for locally recruited personnel in different countries, based on separate assignments issued during the framework agreement period. Individual assignments will be awarded later through mini-competitions between the selected framework agreement service providers. The framework agreement does not create any minimum purchase obligation for HAUS. The estimated maximum value of the framework agreement is EUR 8,000,000 (VAT 0%). The estimated value is not a commitment to purchase and does not guarantee any minimum volume of assignments. HAUS reserves the right to order services according to its actual needs throughout the framework agreement period. The procurement is intended for experienced international EoR service providers with proven capability to deliver employment, payroll, compliance and HR administration services across multiple jurisdictions, either directly or through legally compliant local entities and partner networks. A more detailed description of the procurement is provided in Annex 1 (TOR).

5.1.1. Zweck

Art des Auftrags: Dienstleistungen

Haupteinstufung (cpv): 79400000 Unternehmens- und Managementberatung und zugehörige Dienste

5.1.2. Erfüllungsort

Land: Südafrika

Zusätzliche Informationen: As described in the Annex 1: Terms of Reference

5.1.3. Geschätzte Dauer

Datum des Beginns: 01/10/2026

Enddatum der Laufzeit: 30/09/2028

5.1.5. Wert

Höchstwert der Rahmenvereinbarung: 8 000 000,00 EUR

5.1.6. Allgemeine Informationen

Vorbehaltene Teilnahme:

Teilnahme ist nicht vorbehalten.

Die Namen und beruflichen Qualifikationen des zur Auftragsausführung eingesetzten

Personals sind anzugeben: Nicht erforderlich

Auftragsvergabeprojekt ganz oder teilweise aus EU-Mitteln finanziert

Die Beschaffung fällt unter das Übereinkommen über das öffentliche Beschaffungswesen: ja

Diese Auftragsvergabe ist auch für kleine und mittlere Unternehmen (KMU) geeignet: ja

5.1.7. Strategische Auftragsvergabe

Gefördertes soziales Ziel: Sorgfaltspflicht im Bereich der Menschenrechte in globalen

Wertschöpfungsketten, Faire Arbeitsbedingungen

5.1.9. Eignungskriterien

Quellen der Eignungskriterien: Einheitliche Europäische Eigenerklärung (EEE)

5.1.10. Zuschlagskriterien

Kriterium:

Art: Preis

Kriterium:

Art: Qualität

5.1.11. Auftragsunterlagen

Frist für die Anforderung zusätzlicher Informationen: 15/09/2026 09:00:00 (UTC+00:00)

Westeuropäische Zeit, GMT

Internetadresse der Auftragsunterlagen: <https://tarjouspalvelu.fi/hausoy?id=624067&tpk=09b772cd-0a07-4be2-a563-238c5e2a01ba>

5.1.12. Bedingungen für die Auftragsvergabe

Bedingungen für die Einreichung:

Elektronische Einreichung: Erforderlich

Adresse für die Einreichung: <https://tarjouspalvelu.fi/hausoy?id=624067&tpk=09b772cd-0a07-4be2-a563-238c5e2a01ba>

Sprachen, in denen Angebote oder Teilnahmeanträge eingereicht werden können: Englisch

Elektronischer Katalog: Nicht zulässig

Die Bieter können mehrere Angebote einreichen: Nicht zulässig

Frist für den Eingang der Angebote: 28/09/2026 09:00:00 (UTC+00:00) Westeuropäische Zeit, GMT

Dauer, während der das Angebot gültig bleiben muss: 6 Monate

Informationen über die öffentliche Angebotsöffnung:

Eröffnungstermin: 28/09/2026 09:01:00 (UTC+00:00) Westeuropäische Zeit, GMT

Auftragsbedingungen:

Die Auftragsausführung muss im Rahmen von Programmen für geschützte

Beschäftigungsverhältnisse erfolgen: Nein

Es ist eine Geheimhaltungsvereinbarung erforderlich: nein

Elektronische Rechnungsstellung: Erforderlich

Aufträge werden elektronisch erteilt: ja

Zahlungen werden elektronisch geleistet: ja

5.1.15. Techniken

Rahmenvereinbarung:

Rahmenvereinbarung mit erneutem Aufruf zum Wettbewerb

Höchstzahl der Teilnehmer: 3

Informationen über das dynamische Beschaffungssystem:

Kein dynamisches Beschaffungssystem

5.1.16. Weitere Informationen, Schlichtung und Nachprüfung

Überprüfungsstelle: Markkinaoikeus

Informationen über die Überprüfungsfristen: An economic operator that is dissatisfied with a procurement decision or another measure taken during the procurement procedure may lodge an appeal with the Market Court in accordance with the Finnish Act on Public Procurement and Concession Contracts (1397/2016). As a rule, the appeal must be submitted within 14 days from the date on which the tenderer received notice of the procurement decision together with the appeal instructions. If the contracting authority has concluded the contract without observing the mandatory standstill period, the appeal must be lodged within 30 days from the date on which the tenderer received notice of the decision and the conclusion of the contract. If the procurement decision or the appeal instructions have been materially deficient, an appeal may be lodged within six months of the procurement decision. More detailed appeal instructions will be attached to the procurement decision.

8. Organisationen

8.1. ORG-0001

Offizielle Bezeichnung: Markkinaoikeus

Registrierungsnummer: 3006157-6

Postanschrift: Radanrakentajantie 5

Stadt: Helsinki

Postleitzahl: 00520

Land, Gliederung (NUTS): Helsinki-Uusimaa (FI1B1)

Land: Finnland

E-Mail: markkinaoikeus@oikeus.fi

Telefon: +358 295643300

Internetadresse: <http://www.oikeus.fi/markkinaoikeus>

Rollen dieser Organisation:

Überprüfungsstelle

8.1. ORG-0002

Offizielle Bezeichnung: HAUS kehittämiskeskus Oy
Registrierungsnummer: 1778388-1
Postanschrift: Yliopistonkatu 5, 5.krs
Stadt: Helsinki
Postleitzahl: 00100
Land, Gliederung (NUTS): Helsinki-Uusimaa (FI1B1)
Land: Finnland
Kontaktperson: HAUS
E-Mail: kilpailutus@haus.fi
Telefon: +358 447877028
Internetadresse: <http://www.haus.fi>
Rollen dieser Organisation:
Beschaffer

8.1. ORG-0003

Offizielle Bezeichnung: Hansel Oy (Hilma)
Registrierungsnummer: FI09880841
Postanschrift: Mannerheiminaukio 1a
Stadt: Helsinki
Postleitzahl: 00100
Land, Gliederung (NUTS): Helsinki-Uusimaa (FI1B1)
Land: Finnland
Kontaktperson: eSender
E-Mail: tekninen@hankintailmoitukset.fi
Telefon: 029 55 636 30
Internetadresse: <http://hankintailmoitukset.fi>
Rollen dieser Organisation:
TED eSender

Informationen zur Bekanntmachung

Kennung/Fassung der Bekanntmachung: d42fe916-0d8f-4c8c-83e8-20c424cc410e - 01
Formulartyp: Wettbewerb
Art der Bekanntmachung: Auftrags- oder Konzessionsbekanntmachung – Standardregelung
Unterart der Bekanntmachung: 16
Datum der Übermittlung der Bekanntmachung: 27/08/2026 12:12:03 (UTC+00:00)
Westeuropäische Zeit, GMT
Bekanntmachung — eSender-Übermittlungsdatum: 27/08/2026 12:12:04 (UTC+00:00)
Westeuropäische Zeit, GMT
Sprachen, in denen diese Bekanntmachung offiziell verfügbar ist: Englisch
Veröffentlichungsnummer der Bekanntmachung: 596269-2026
ABl. S – Nummer der Ausgabe: 166/2026
Datum der Veröffentlichung: 28/08/2026